

# City of San José

## 2005 Health and Dental Bi-Weekly Rates

Health rates effective from 1/1/2005 (PP 01) through 12/31/2005 (PP 26)

Dental rates from 07/01/2004 (PP 14) through 06/30/2005 (PP 13)

<b>Health Insurance Plans</b>						
(Health premiums are deducted the first 2 paydays of each month, and are pre-tax)						
	<b>Kaiser Single</b>	<b>Kaiser Family</b>	<b>Blue Shield HMO Single</b>	<b>Blue Shield HMO Family</b>	<b>Blue Shield POS/PPO Single</b>	<b>Blue Shield POS/PPO Family</b>
<b>100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs</b>						
<b>Employee Contribution</b>	<b>12.50</b>	<b>12.50</b>	<b>34.12</b>	<b>80.53</b>	<b>100.49</b>	<b>251.28</b>
City Contribution	146.28	382.85	146.35	383.06	146.55	383.57
Total	158.78	395.35	180.47	463.59	247.04	634.85
<b>75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs &amp; RWW Employees who work 30 - 34.9 Hrs</b>						
<b>Employee Contribution</b>	<b>49.07</b>	<b>108.21</b>	<b>70.70</b>	<b>176.29</b>	<b>137.12</b>	<b>347.17</b>
City Contribution	109.71	287.14	109.77	287.30	109.92	287.68
Total	158.78	395.35	180.47	463.59	247.04	634.85
<b>62.5% Benefits: Part-Time &amp; RWW Employees who work 25 - 29.9 Hrs</b>						
<b>Employee Contribution</b>	<b>67.35</b>	<b>156.06</b>	<b>89.00</b>	<b>224.17</b>	<b>155.44</b>	<b>395.11</b>
City Contribution	91.43	239.29	91.47	239.42	91.60	239.74
Total	158.78	395.35	180.47	463.59	247.04	634.85
<b>50% Benefits: Part-Time &amp; RWW Employees who work 20 - 24.99 Hrs</b>						
<b>Employee Contribution</b>	<b>85.64</b>	<b>203.92</b>	<b>107.29</b>	<b>272.06</b>	<b>173.76</b>	<b>443.06</b>
City Contribution	73.14	191.43	73.18	191.53	73.28	191.79
Total	158.78	395.35	180.47	463.59	247.04	634.85

<b>Dental Insurance Plans</b>		
(Dental premiums are deducted the first 2 paydays of each month, and are pre-tax)		
	<u><b>Delta Dental</b></u>	<u><b>DBP</b></u>
<b>100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs</b>		
<b>Employee Contribution</b>	<b>None</b>	<b>None</b>
City Contribution	44.83	22.68
Total	44.83	22.68
<b>75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs &amp; RWW Employees who work 30 - 34.9 Hrs</b>		
<b>Employee Contribution</b>	<b>11.20</b>	<b>5.67</b>
City Contribution	33.63	17.01
Total	44.83	22.68
<b>62.5% Benefits: Part-Time &amp; RWW Employees who work 25 - 29.9 Hrs</b>		
<b>Employee Contribution</b>	<b>16.81</b>	<b>8.50</b>
City Contribution	28.02	14.18
Total	44.83	22.68
<b>50% Benefits: Part-Time &amp; RWW Employees who work 20 - 24.99 Hrs</b>		
<b>Employee Contribution</b>	<b>22.41</b>	<b>11.34</b>
City Contribution	22.42	11.34
Total	44.83	22.68

<b>In-Lieu Plans</b>	
Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours)	
Payments are made every payday, are taxable, and are subject to withholding	
Health:	177.03 if eligible for family coverage 67.64 if NOT eligible for family coverage
Dental:	20.69